



JOB DEMAND REPORT

DECEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
10,641	5,920	2,920	27

OF DAYS POSTED

AVERAGE	MEDIAN
17.7	15

REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

OTHER FILTERS

COMMUNITY	▼
CITY	▼
JOB BOARD	▼

NOC = National Occupation Classification | NAICS = North American Industry Classification System

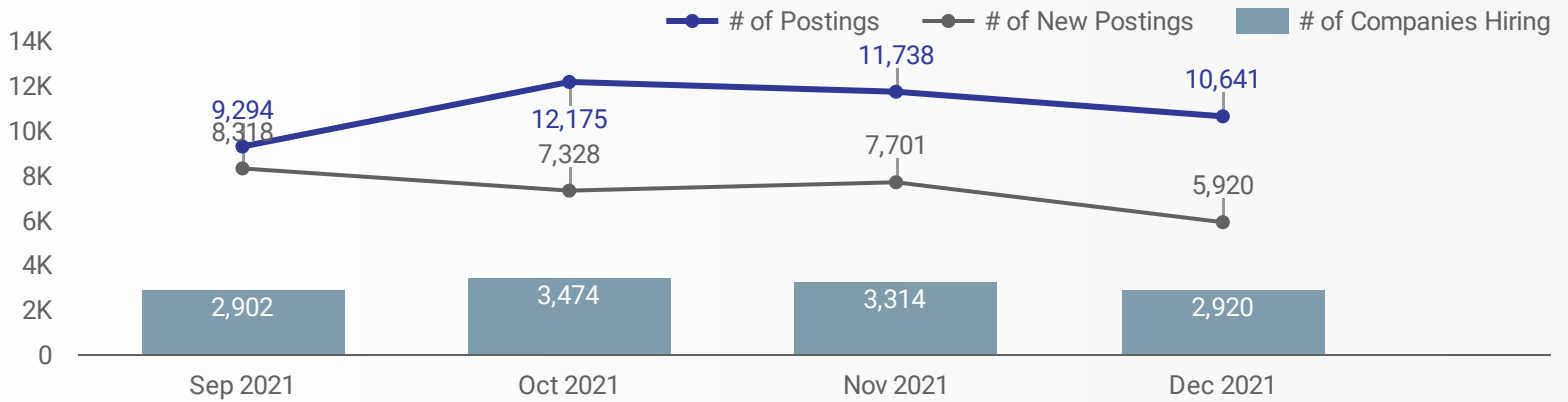
Source:

Job posting data is collected by Workforce Planning Hamilton from job boards and employer websites that recruit candidates in the Hamilton Region.



JOB POSTINGS BY MONTH

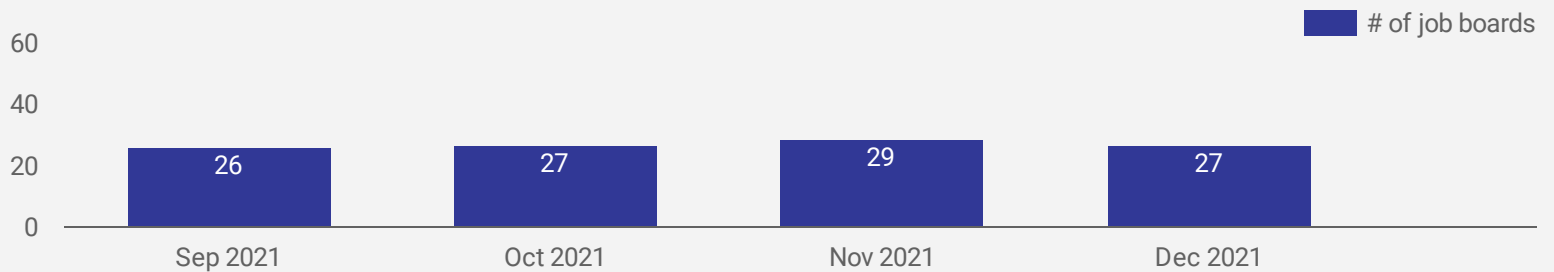
How many job postings were active for at least 1 day this month?



NOTE: This graph cannot be filtered using the controls on the cover page

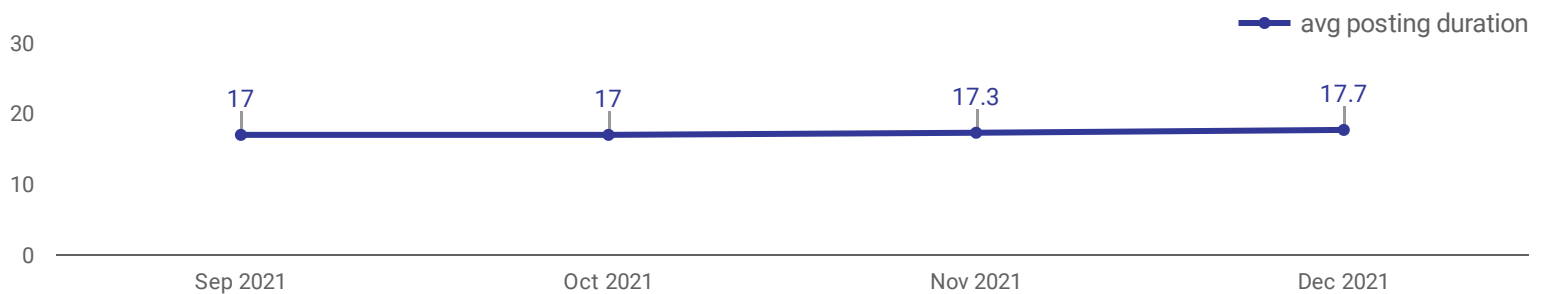
NUMBER OF ACTIVE JOB BOARDS

How many job postings were active for at least 1 day this month on these job boards?



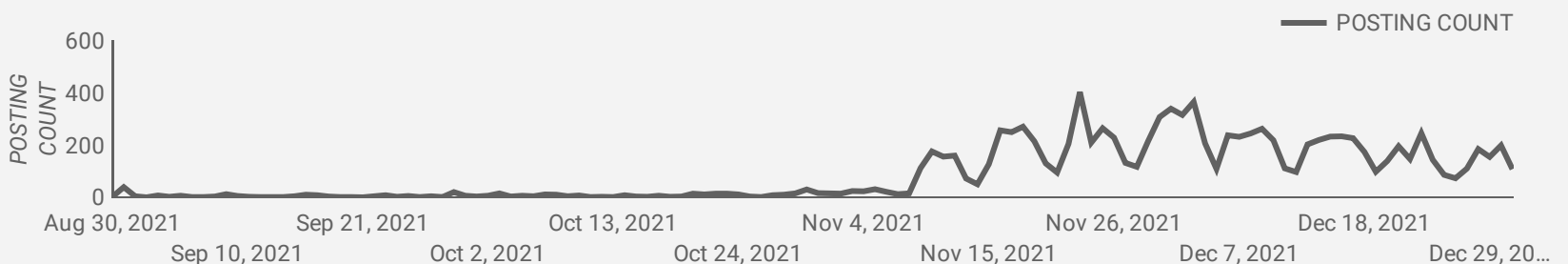
AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

How many job postings were active for at least 1 day this month?



JOB POSTINGS BY COMMUNITY

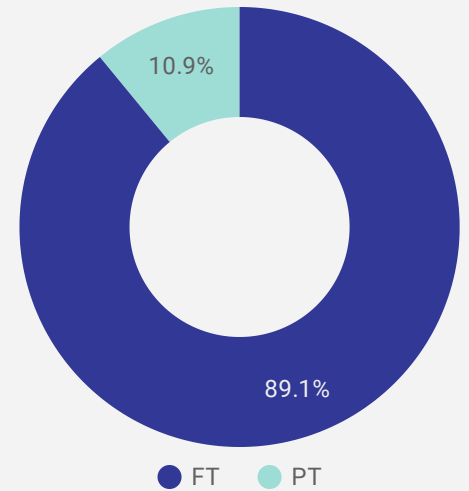
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	8,766	17.2	15
2. Stoney Creek	745	21.4	21
3. Ancaster	565	19.1	20
4. Dundas	362	20.9	16
5. Flamborough	203	17.8	16
Grand total	10,641	17.7	15



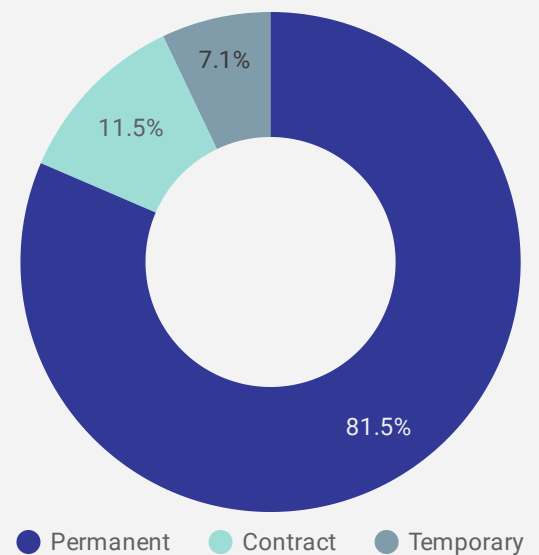
JOB TYPE

Full-time vs Part-time



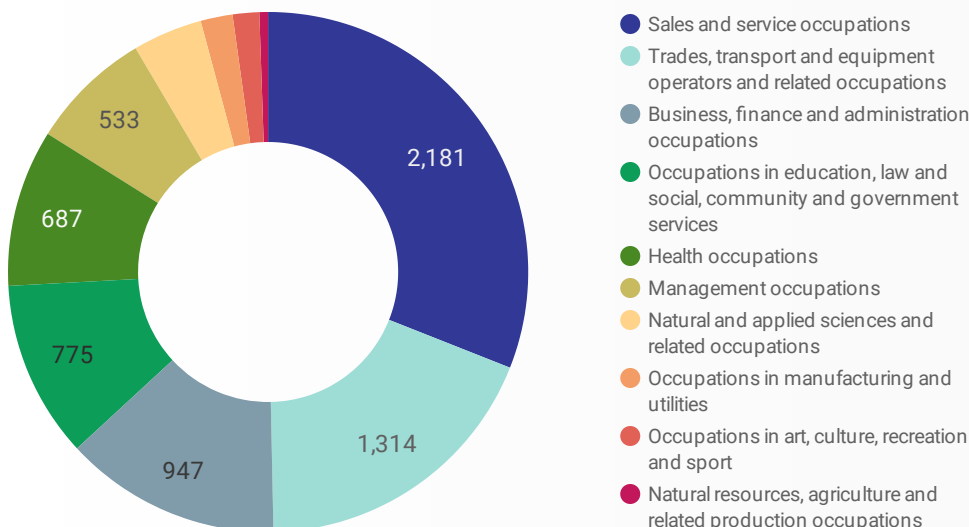
JOB DURATION

Permanency of jobs posted



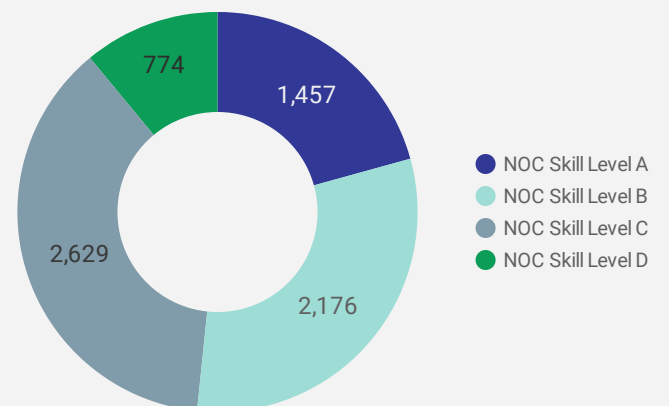
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Hamilton Health Sciences	Hamilton	316	9.1	8
2.	Mcmaster University	Hamilton	274	19.2	22
3.	St Joseph's Healthcare Hamilton	Hamilton	233	20.1	22
4.	Varsity Tutors	Hamilton	145	6.9	6
5.	FedEx	Hamilton	138	2.0	2
6.	City of Hamilton	Hamilton	126	20.4	15
7.	Vertical Staffing Resources	Hamilton	125	4.1	3
8.	Kijiji	Hamilton	118	15.0	15
9.	AIM	Hamilton	107	17.4	15
10.	RONA inc.	Hamilton	62	4.6	1
11.	Shoppers Drug Mart	Hamilton	58	13.2	15
12.	Scotiabank	Hamilton	51	18.0	19
13.	Hamilton, City of	Hamilton	49	22.0	22
14.	ArcelorMittal Dofasco	Hamilton	49	34.0	22
15.	Great Clips	Hamilton	48	15.0	13
16.	Oakridge Landscape Contractors	Hamilton	47	17.3	15
17.	Mohawk College	Hamilton	46	20.5	22
18.	Vaco Lannick	Hamilton	46	2.3	1
19.	McDonald's	Hamilton	45	14.5	15
20.	Rogers Communications	Hamilton	43	18.6	18
21.	Randstad	Hamilton	42	24.1	22
22.	McDonald's Restaurants	Hamilton	42	17.5	15
23.	L3Harris	Hamilton	41	21.3	22
24.	Hamilton Wentworth District School	Hamilton	41	21.6	22
25.	ABL Employment	Hamilton	41	19.2	22
26.	Bdo Canada	Hamilton	38	16.2	15
27.	GLS Canada	Hamilton	36	3.2	2
28.	Rona	Hamilton	35	9.6	11
29.	AppleOne	Hamilton	34	16.8	22
30.	YWCA Hamilton	Hamilton	33	20.5	22
31.	Lowe's	Hamilton	33	17.2	16

TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

of Minimum Wage Job Postings

161

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Indigenous Homeless Support Navigator	The Hamilton Regional Indian Centre	Hamilton	47,736
2.	Physician - Guaranteed Pay - Established Wellness Company - Hamilton	The Wellness Corp	Hamilton	150
3.	Research Associate	Platform Life Sciences	Hamilton	100
4.	Dentist	Centre de santé communautaire Hamilton/Niagara	Hamilton	97.59
5.	Dentiste	Centre de santé communautaire Hamilton/Niagara	Hamilton	97.59
6.	Director, Lrt Project Office	City of Hamilton	Hamilton	90.65
7.	Social Worker	Maternal Health Niagara	Hamilton	90
8.	Dentist	SmileCrafters Dental	Ancaster	90
9.	Solicitor - Municipal Planning	City of Hamilton	Hamilton	85.82
10.	Speech-language Pathologist	Teach Me My Way Services	Hamilton	85
11.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80

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TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	Hamilton	350,000
2.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zoocasa Realty Inc	Hamilton	350,000
3.	Realtor	One Percent Realty Ltd. Brokerage	Dundas	350,000
4.	Family Physician	Jack Nathan Health	Ancaster	300,000
5.	Associate Dentist	Cranberry Hill Dentistry	Flamborough	297,090
6.	Sales Representative	D'Angelo & Sons Construction Limited	Hamilton	275,000
7.	Fulltime Academic Medical Oncologist	Canadian Association of Medical Oncologists	Hamilton	260,000
8.	Independent Owner Operator	Tandet Dedicated Inc.	Hamilton	250,000
9.	Sales Representative - Hamilton Area	Royal York Property Management	Hamilton	250,000

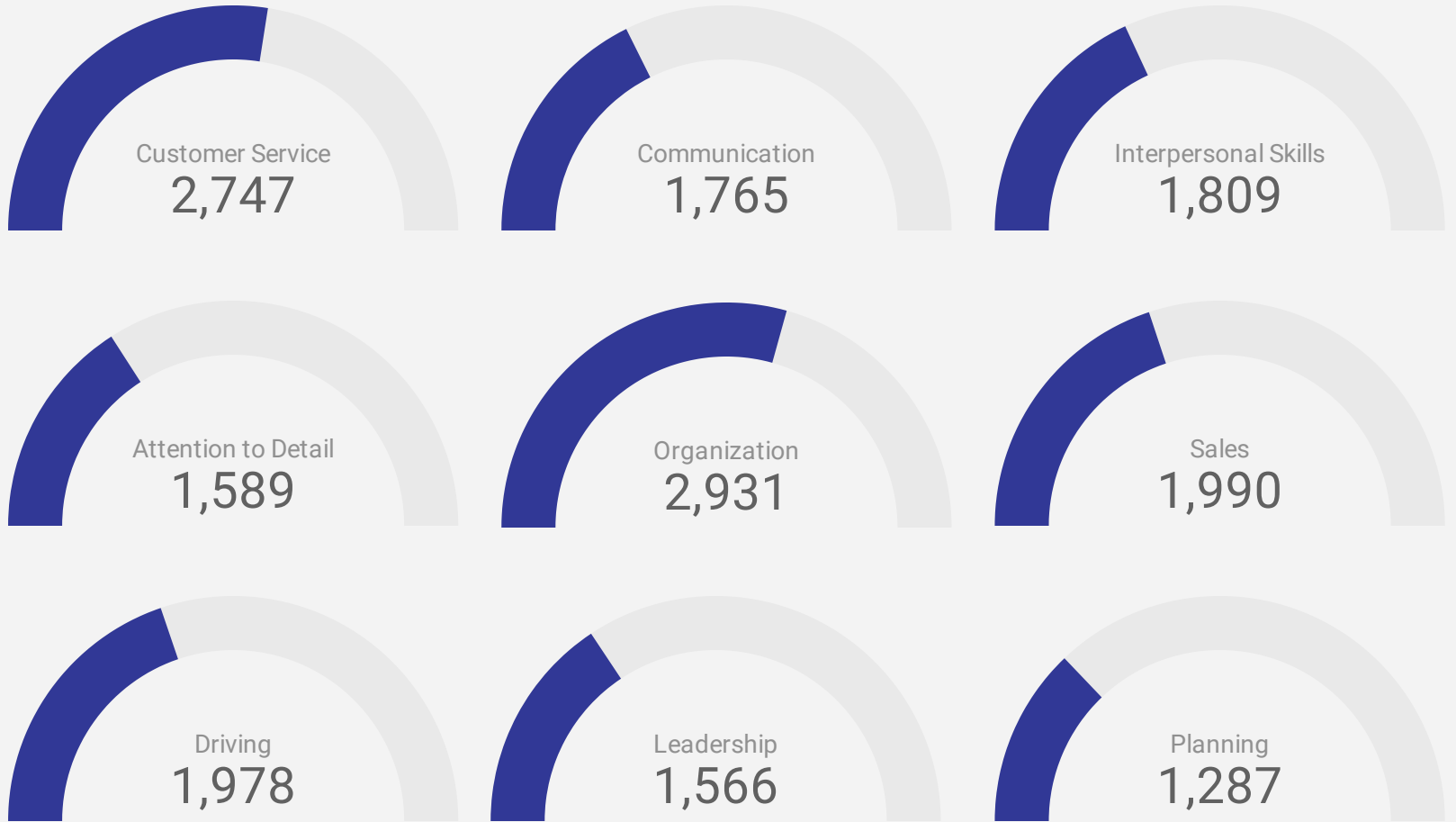
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,641



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,641



Driver's License
277



First Aid
565



Regular Access to a Vehicle
436



Criminal Record Check
442



Microsoft Office
680



Food Safety
233

JOB POSTINGS BY SKILL LEVEL, FREQUENCY, & DURATION

What jobs are in-demand and/or hard to fill?

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	446	18.1	16
2.	7452	Material handlers	NOC Skill Level C	316	13.5	15
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	268	20.1	16
4.	6552	Other customer and information services representatives	NOC Skill Level C	245	17.1	16
5.	6322	Cooks	NOC Skill Level B	193	19.2	18
6.	7511	Transport truck drivers	NOC Skill Level C	191	14.7	15
7.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	188	17.0	15
8.	7514	Delivery and courier service drivers	NOC Skill Level C	152	16.2	15
9.	621	Retail and wholesale trade managers	NOC Skill Level A	152	17.5	19
10.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	146	19.3	15
11.	6731	Light duty cleaners	NOC Skill Level D	140	16.4	15
12.	4216	Other instructors	NOC Skill Level B	139	7.1	6
13.	6611	Cashiers	NOC Skill Level D	127	15.4	15
14.	6541	Security guards and related security service occupations	NOC Skill Level C	110	21.4	22
15.	3233	Licensed practical nurses	NOC Skill Level B	109	21.3	22
16.	1241	Administrative assistants	NOC Skill Level B	106	16.3	15
17.	4212	Social and community service workers	NOC Skill Level B	87	17.8	16
18.	1114	Other financial officers	NOC Skill Level A	82	22.8	15
19.	1414	Receptionists	NOC Skill Level C	76	17.7	15.5
20.	111	Financial managers	NOC Skill Level A	69	18.3	15
21.	6222	Retail and wholesale buyers	NOC Skill Level B	67	18.8	16
22.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	64	17.7	16
23.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	61	21.4	18
24.	6513	Food and beverage servers	NOC Skill Level C	59	20.1	15
25.	714	Facility operation and maintenance managers	NOC Skill Level A	58	17.3	15
26.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	57	17.8	16
27.	7611	Construction trades helpers and labourers	NOC Skill Level D	56	17.9	16
28.	6341	Hairstylists and barbers	NOC Skill Level B	55	16.7	18
29.	1521	Shippers and receivers	NOC Skill Level C	54	16.2	15

JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	446	18.1	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	372	16.0	15
3.	745	Longshore workers and material handlers	NOC Skill Level C	316	13.5	15
4.	441	Home care providers and educational support occupations	NOC Skill Level C	283	20.6	16
5.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	274	11.3	8
6.	655	Customer and information services representatives	NOC Skill Level C	246	17.1	16
7.	632	Chefs and cooks	NOC Skill Level B	227	19.1	16
8.	673	Cleaners	NOC Skill Level D	219	16.9	15
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	188	17.0	15
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	157	21.7	15
11.	062	Retail and wholesale trade managers	NOC Skill Level A	152	17.5	19
12.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	148	18.8	15
13.	301	Professional occupations in nursing	NOC Skill Level A	147	19.3	15
14.	323	Other technical occupations in health care	NOC Skill Level B	131	20.5	22
15.	661	Cashiers	NOC Skill Level D	127	15.4	15
16.	141	General office workers	NOC Skill Level C	126	16.9	15
17.	122	Administrative and regulatory occupations	NOC Skill Level B	123	18.9	15
18.	341	Assisting occupations in support of health services	NOC Skill Level C	123	16.6	16
19.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	121	16.8	15
20.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	115	19.2	16
21.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	111	17.0	15
22.	654	Security guards and related security service occupations	NOC Skill Level C	110	21.4	22
23.	651	Occupations in food and beverage service	NOC Skill Level C	100	20.7	15
24.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	87	20.7	22
25.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	87	19.0	16
26.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	83	18.6	15
27.	662	Other sales support and related occupations	NOC Skill Level D	83	17.7	16
28.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	82	22.9	22

JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	511	18.8	15
2.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	451	15.6	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	450	18.1	16
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	413	17.0	15
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	399	19.7	16
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	338	13.7	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	298	19.0	15
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	286	20.5	16
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	283	22.6	22
10.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	274	11.3	8
11.	32	Technical occupations in health	NOC Skill Level B	264	18.7	22
12.	14	Office support occupations	NOC Skill Level C	247	17.4	15
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	214	18.9	18
14.	11	Professional occupations in business and finance	NOC Skill Level A	212	20.9	15
15.	66	Sales support occupations	NOC Skill Level D	210	16.2	15
16.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	198	21.4	22
17.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	191	16.7	15
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	171	22.4	22
19.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	169	19.7	17
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	153	18.7	15.5
21.	30	Professional occupations in nursing	NOC Skill Level A	147	19.3	15
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	144	20.5	22
23.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	137	18.3	16
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	136	17.9	15
25.	34	Assisting occupations in support of health services	NOC Skill Level C	123	16.6	16
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	90	18.5	15
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	81	18.7	22

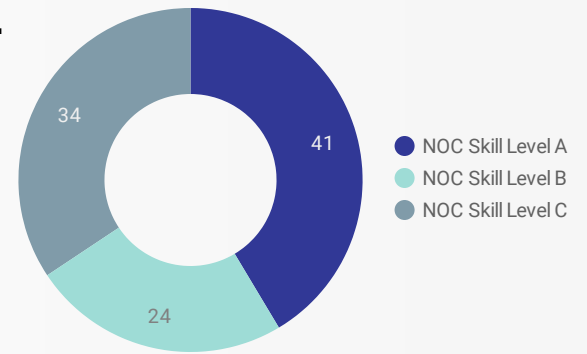
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
129	8	62	8	AVERAGE 25.7	MEDIAN 8

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

What language skills are employers looking for by occupational skill level?

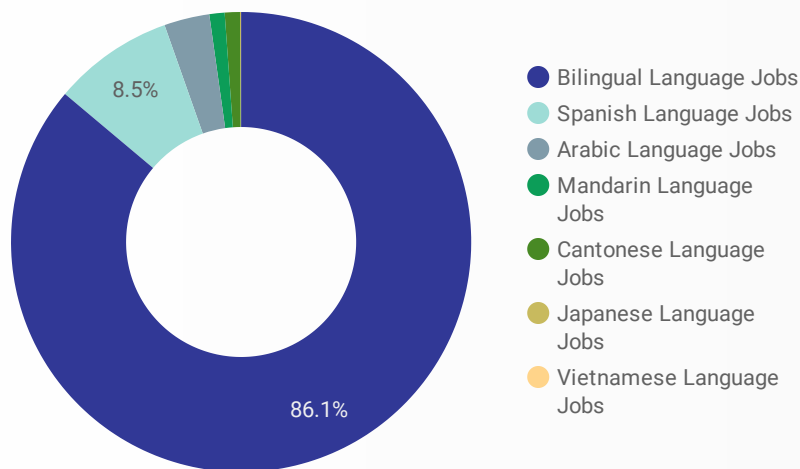
- 41 Skill Level A - Management/ Professional Occupations usually requiring University
- 24 Skill Level B - Usually college education or apprenticeship training
- 34 Skill Level C - Usually secondary education or occupation-specific training
- 0 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Lan...
Spanish Lang...	1	4	3
Cantonese La...	1		2
Japanese La...		1	1
Arabic Langu...		1	1
Vietnamese L...		1	
Mandarin Lan...	1		

LANGUAGE SKILLS BREAKDOWN

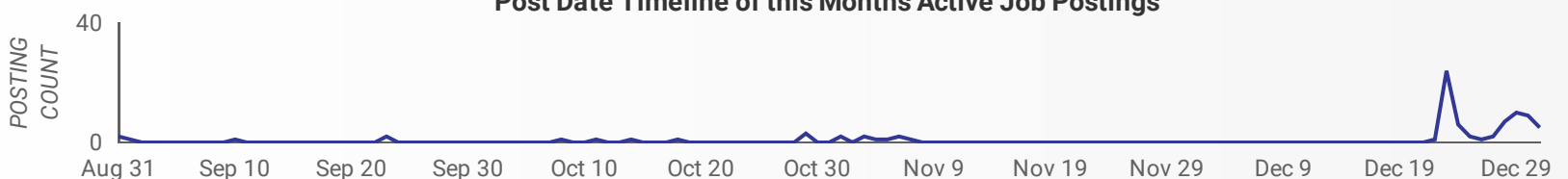
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	110
2. Spanish Language Jobs	9
3. Arabic Language Jobs	3
4. Cantonese Language Jobs	3
5. Japanese Language Jobs	2
6. Mandarin Language Jobs	1
7. Vietnamese Language Jobs	1

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

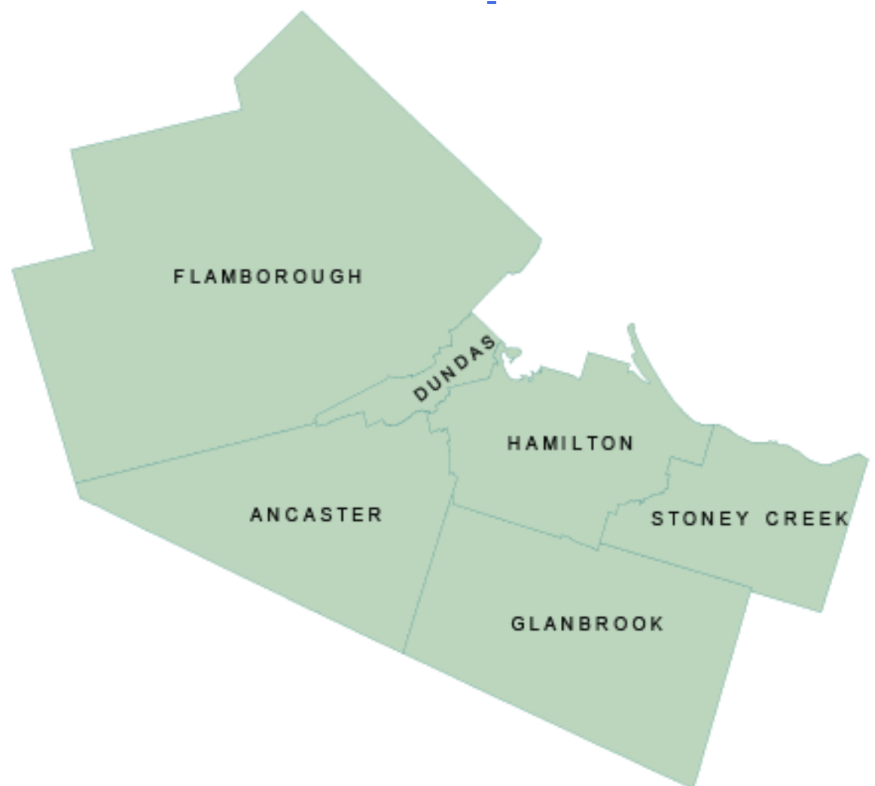
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Spanish ...	Cantones...	Japanese...	Arabic La...	Vietname...	Grand total
Business, finance and administration occu...	10	3	2		1		17
Health occupations	26						26
Management occupations	13						13
Natural and applied sciences and related o...	6	4					10
Occupations in art, culture, recreation and ...		1					1
Occupations in education, law and social, ...	12				1		13
Occupations in manufacturing and utilities	1						1
Sales and service occupations	11		1	2		1	15
Trades, transport and equipment operator...	3						3
Grand total	82	8	3	2	2	1	99

MULTILINGUAL JOB POSTINGS BY COMMUNITY

What language skills are sought by community?

COMMUNITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	114	23.0	8
2. Stoney Creek	8	51.0	56
3. Ancaster	5	58.0	58
4. Dundas	1		
5. Flamborough	1		
Grand total	129	25.7	8



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Registered nurses and registered psychiatri...	8
2. Other customer and information services re...	7
3. Retail and wholesale trade managers	5
4. Licensed practical nurses	4
5. Nurse aides, orderlies and patient service a...	3
6. Landscape and horticulture technicians and...	3
7. Home support workers, housekeepers and r...	3
8. Payroll administrators	3
9. General office support workers	2
10. Managers in health care	2
11. Other financial officers	2
12. Receptionists	2
13. Cooks	2
14. Respiratory therapists, clinical perfusionist...	2
15. Transport truck drivers	2
16. Retail salespersons	2
17. Other assisting occupations in support of h...	2
18. Food and beverage servers	2
19. Social and community service workers	2
20. Translators, terminologists and interpreters	1
21. Commissioned officers of the Canadian Arm...	1
22. Banking, insurance and other financial clerks	1
23. Information systems analysts and consulta...	1
24. Letter carriers	1
25. Advertising, marketing and public relations ...	1
26. Medical radiation technologists	1
27. Heating, refrigeration and air conditioning m...	1
28. Accounting and related clerks	1
29. Information systems testing technicians	1
30. Medical laboratory technicians and patholo...	1
31. Inspectors and testers, mineral and metal p...	1
32. User support technicians	1

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MULTILINGUAL HIRING EMPLOYERS

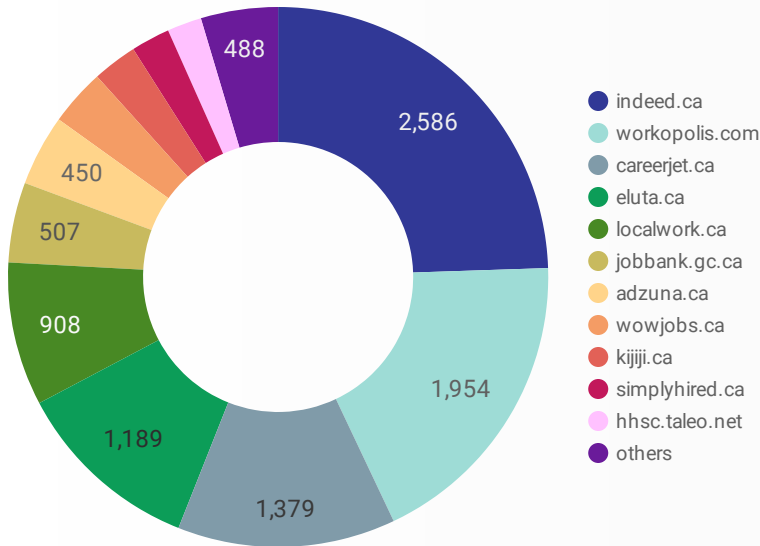
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	41
2. Conservation Land Stewardship	7
3. VON Canada	5
4. Victorian Order of Nurses	4
5. Varsity Tutors	3
6. Farm Boy	2
7. McMaster University	2
8. BDC - Indigenous Recruitment	2
9. Tabreed Thermal Control Limited	2
10. Telus	2
11. ABL Employment	2
12. Pole To Win	2
13. CBI Health	2
14. BELL MOBILITY	2
15. Ackroo	2
16. CBI Home Health	2
17. Bell	2
18. Virgin Plus	1
19. Royal Bank of Canada	1
20. Indigo	1
21. Crawford & Company (Canada) Inc.	1
22. Alorica	1
23. Reitmans Canada Limited	1
24. Penske Truck Leasing	1
25. Banque Nationale	1
26. Compass Community Health.	1
27. Hamilton-Wentworth District School Board	1
28. Aspire Bakeries - Brantford	1
29. Kent Legal	1
30. St. Joseph's Home Care	1
31. Sorenson Communications, LLC	1

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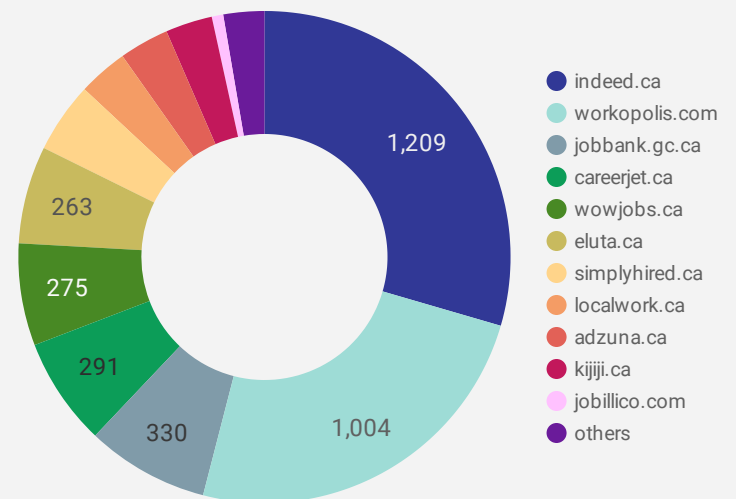
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	2,586	21.9	22	1,209
2.	workopolis.com	1,954	14.9	15	1,004
3.	careerjet.ca	1,379	21.4	12	291
4.	eluta.ca	1,189	21.9	22	263
5.	localwork.ca	908	6.0	3	134
6.	jobbank.gc.ca	507	24.0	16	330
7.	adzuna.ca	450	15.0	15	134
8.	wowjobs.ca	359	16.0	16	275
9.	kijiji.ca	283	15.0	15	126
10.	simplyhired.ca	246	15.0	15	190
11.	hhsc.taleo.net	218	8.5	8	1
12.	jobillico.com	188	13.7	7	31
13.	careerarc.com	74	30.4	28	13
14.	careerowl.ca	31	62.6	48	24
15.	careerbuilder.ca	30	22.6	24	14
16.	charityvillage.com	29	15.0	15	21
17.	mohawkcollege.ca	29	15.3	15	19